

A monthly publication by the  
U.S. Coast Guard  
Civil Rights Directorate (CRD)  
2703 Martin Luther King Jr. Ave. S.E.  
Washington, DC 20593-7000  
(202) 372-4500 Fax (202) 372-8303

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# CIVIL RIGHTS ON DECK



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TWEET

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Each September 15th through October 15th, our nation celebrates the rich cultural heritage and contributions made by Hispanic Americans. This year's theme is "Hispanics: One Endless Voice to Enhance our Traditions." The Coast Guard encourages all of its members to observe Hispanic Heritage Month with appropriate, meaningful activities. Additionally, if you are planning a program, please share it with the workforce by posting it on the Special Emphasis Program's website

at: <https://cg.portal.uscg.mil/units/CG00.HQ/00H/2/CGSEP2017/default.aspx>

## CIVIL RIGHTS DIRECTORATE

Dr. Terri Dickerson,  
Director

CAPT Kofi Aboagye,  
Executive Assistant

Ms. Francine Blyther,  
Assistant Director and Chief  
Civil Rights Operations

CAPT Kirby Sniffen,  
Assistant Director and Chief,  
Policy, Planning and Resources

Mr. James Ellison,  
Senior Advisor

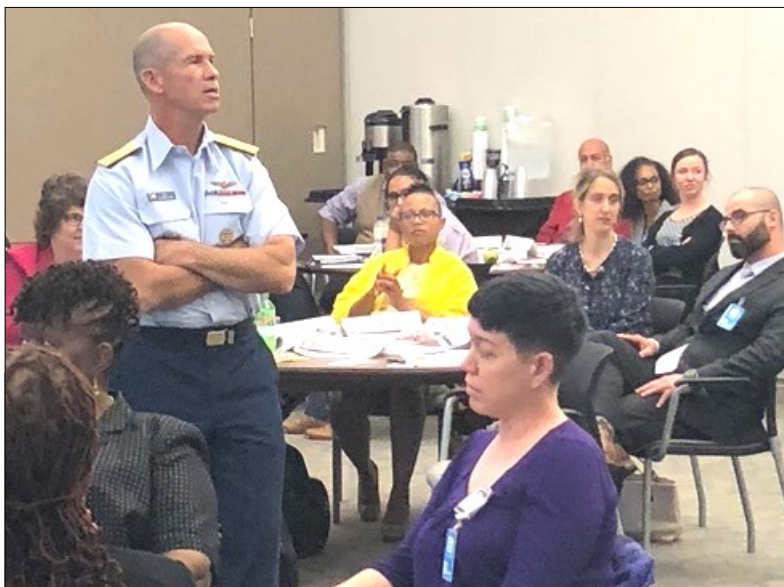
Ms. Dayra Harbison,  
Division Chief  
CDR Kimberly Chesteen,  
Division Chief

Mr. Eduardo Zayas,  
Division Chief

Ms. Deborah Gant,  
Communications Specialist

## Civil Rights Directorate 2018 Training Conference: Always Ready!

The Civil Rights Directorate (CRD) participated in the Department of Homeland Security's (DHSs) bi-annual Equal Employment Opportunity and Diversity (EEO) Training Conference held at the Department of Transportation Conference Center in Washington D.C., June 18-20, 2018. More than 50 CRD staff members were in attendance. The training featured sessions such as EEO Refresher certificate course, MD-715 Reporting Requirements, Advanced Barrier Analysis, and much more. Following the DHS EEO Conference, CRD staff continued their training at USCG HQ, June 21-22, 2018.



Vice Commandant, Admiral Charles Ray pictured above addresses staff members at the 2018 Civil Rights Directorate Conference at USCG HQ.



Ms. Fran Sepler of Sepler and Associates delivered a powerful forum entitled "Respect in the Workplace: Creating a Respectful Environment for All Employees." Also as enlightening, Dr. C. Kim Jensen, from USCG Leadership and Development Center, administered the Meyers-Briggs Type Indicator tool and educated participants about individual personality types and their tendencies. Vice Commandant, Admiral Charles Ray addressed the CRD audience stressing the importance of a Ready Coast Guard and the key role Civil Rights plays in meeting the mission. On the final day, members who had been nominated by their supervisors and peers were recognized for excellence in promoting and furthering the goals of EEO and Diversity. ◀Pictured (left to right) are conference attendees, Mr. Eduardo Zayas, CRD; Ms. Tabetha McFeders, Region 4; and Mr. Reginald Diggins, Region 2. By Ms. Molly Launceford, CRD, USCG HQ

## Complaints Corner: Don't Expose Employee Information

In a recent case, the Equal Employment Opportunity Commission (EEOC) determined that an agency violated the Rehabilitation Act when a supervisor left a printed email on a table in his office that contained medical information about an employee. Documentation or information regarding an individual's diagnosis must be treated as confidential. In this case, the email included specific information about the individual's condition and medical limitations. This information should have been filed in a locked cabinet separate from the employee's other personnel records. The EEOC noted that even if the disclosure was inadvertent, it violated the Rehabilitation Act. As a remedy, the EEOC ordered the agency to evaluate the damages for the claim and to provide applicable training to management. *Mario G. E. v. Dep't of the Air Force*, EEOC Appeal No. 0120150193 (Oct. 19, 2017). By Mr. Michael Brenyo, CRD, USCG HQ



This month the U.S. Coast Guard Celebrates Its 228th Birthday.



## CG Members Receive National Recognition



During the 109th National Association for the Advancement of Colored People (NAACP) Annual Convention in San Antonio, TX, two Coast Guard (CG) members were recipients of the NAACP Roy Wilkins Renown Service Award for their outstanding achievements and service. Chief Petty Officer (CPO) Sheldon Williams, Surface Forces Logistics Center (SFLC), Alameda, CA was recognized for excellent performance and selfless contributions while serving in the Bay Area communities. Some of his achievements include enhancing educational opportunities for youth as a Partnership in Education mentor and an athletic coach at the Oakland Military Institute.

Mr. Paul Hewitt, Real Property Specialist, Civil Engineering Unit (CEU), Miami, FL received honors for outstanding service to the CG through exceptional leadership. He was praised for his devotion to promoting a diverse and inclusive workforce by building leadership capabilities and improving the overall work environment. His high standards and exemplary performance demonstrated dedication to professional development, and the advancement of equal opportunity for all. Mr. Hewitt also

serves as the unit's Leadership Diversity Advisory Council (LDAC) Co-Chair. Pictured above (left to right), Mr. Paul Hewitt; Dr. Terri A. Dickerson, the Coast Guard Executive Champion for the event; and CPO Sheldon Williams (SFLC).

CPO Williams also received the Society of American Indian Government Employees (SAIGE) Military Meritorious Service Award during the 15th Annual SAIGE National Training Conference in Green Bay, WI. Demonstrating superior personal initiative, CPO Williams chaired Native American Heritage Celebrations and liaised with the Onondaga, Seneca, Cherokee, and Ohlone tribes, encouraging cultural awareness and understanding between the Coast Guard and Native Americans. Pictured (left to right), Ms. Fredericka Joseph, Chair of SAIGE Board of Directors; CPO Sheldon Williams; Mr. Michael Emerson, CG Senior Leader Representative; and Mr. F. Michael Sena, Deputy Director, Office of Diversity Management and Equal Opportunity, Office of the Under Secretary of Defense. By Mr. Juan Torres, CRD, USCG HQ



## Civil Rights Directorate Welcomes New Members to the Team



Chief Petty Officer (CPO) Shaun Dean "Deano" Eggert (pictured top/left) joined the Civil Rights Directorate (CRD), as an Equal Opportunity Advisor (EOA), Region 3, Zone 12. A recent graduate of the Defense Equal Opportunity Management Institute EO/EOA course, he is now ready to assist commands with carrying out their EEO responsibilities. CPO Eggert began his Coast Guard (CG) career in Ketchikan, AK, followed by public affairs training at the Defense Information School (DINFOS), Ft. Meade, MD. He has served in the CG with multiple tours in the Pacific Northwest and Alaska. He is excited to join the CRD team and is looking forward to this tour and the places it may take him. By Ms. Melissa Purdy, CRD, Region 3

Region 2 welcomes Mr. Kirby Olson to the CG. He serves as an Equal Opportunity Specialist (EOS), Zone 7. Mr. Olson comes to CRD from the Defense Logistics Agency, Distribution, Red River Army Depot, TX. There, he served as an Equal Employment Opportunity (EEO) Specialist. He is a certified DEOMI EEO Specialist, Equal Opportunity Advisor, Disability Program Manager, Special Emphasis Program Manager and Advanced Mediator. Mr. Olson's experience extends from 21 years of active service in the US Army to 11 years of professional experience as a civilian. He has a degree in Human Services and Psychology. Mr. Olson is a native of Arlington, Vermont and is married with two children. Photo Courtesy: Shakealeg Miami Photo Gallery. By Ms. Davidad Langley, CRD, Region 2



Region 4 welcomes Chief Petty Officer (CPO) Melinda Skinner (pictured bottom/left); she is an Equal Opportunity Advisor (EOA) for Zone 10. Chief Skinner's previous assignment was with the Office of the Vice Commandant. She has 13 years of active duty service, holds a Bachelor's degree in Health Care Management, and is pursuing a Master's degree in Government Contracting. Her hobbies include crafting, traveling, and exercising. By Mr. James Elston, CRD, Region 4

**2018 DHS Feds Feed Families Campaign Is Officially Underway: Opened July 15th-Ends October 18th**